

Federal Human Capital Survey 2002

Foreign Agricultural Service

Participation Level of Agency Sample

287 of 621 random sample (46.2% participation) - FAS

FFAS Overall Survey - Positive Responses

FFAS-(55.8) RMA-(54.6) FAS-(58.0) FSA-(54.8)

		= organizational strengths = greater than 65% Positive Responses			Bold numbers = USDA total
		= improvement opportunities = less than 50% Positive Responses or greater than 35% Negative Responses			
FAS - Federal Human Capital Survey 2002		Positive Responses	Neutral Responses	Negative Responses	
STRATEGIC ALIGNMENT					
1	In my work unit, human capital management strategies are targeted to achieve the agency's missions and objectives.	63.1	16.4	20.5	
	FAS	63.2	15.5	21.3	
2	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	65.8	15.0	21.3	
	FAS	56.6	17.8	25.5	
3	Products & services in my work unit are improved based on customer/ public input.	52.5	22.2	25.2	
	FAS	64.6	13.0	22.4	
4	I am kept informed about changes in personnel policies and employee benefits.	72.3	11.4	16.3	
	FAS	62.9	15.9	21.1	
5	I know how my work relates to the agency's missions and goals.	88.6	5.8	5.6	
	FAS	90.7	6.2	3.0	
6	Information collected on my work unit's performance is used to improve my work unit's performance.	48.8	23.8	27.4	
	FAS	45.3	23.6	31.0	
STRATEGIC COMPETENCIES (TALENT)					
7	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	67.8	13.5	18.7	
	FAS	70.5	16.5	13.0	
8	The skill level in my work unit has improved in the past year.	57.5	21.4	21.1	
	FAS	58.4	19.8	21.8	
9	My supervisor supports my need to balance work and family issues.	82.2	8.9	8.9	
	FAS	82.3	9.2	8.5	
10	My workload is reasonable.	60.7	10.8	28.5	
	FAS	64.3	13.3	22.5	
11	My talents are used well in the workplace.	62.8	12.7	24.5	
	FAS	63.5	10.8	25.7	
12	This is a friendly place to work.	72.4	13.5	14.1	
	FAS	74.0	14.7	11.3	
13	I recommend my organization as a good place to work.	62.1	19.2	18.7	
	FAS	65.3	21.3	13.4	
14	I have sufficient resources (for example, people, materials, budget, etc.) to get my job done.	47.6	13.8	38.6	
	FAS	48.9	17.6	33.6	
15	My work unit is able to recruit people with the right skills.	37.9	25.5	36.7	
	FAS	54.2	17.9	27.9	
16	Selections for promotions in my work unit are based on merit.	36.1	26.8	37.1	
	FAS	39.6	24.0	36.4	
LEADERSHIP					
17	Supervisors/team leaders in my work unit provide employees with the opportunity to demonstrate their leadership skills.	58.8	20.2	21.0	
	FAS	61.4	12.7	25.9	
18	Supervisors/team leaders in my work unit encourage my development at work.	62.3	18.0	19.7	
	FAS	63.0	15.1	21.8	
19	The work I do is important.	91.0	6.2	2.8	
	FAS	88.6	7.4	4.0	
20	In my organization, leaders generate high levels of motivation and commitment in the workforce.	33.4	27.1	39.5	
	FAS	33.2	24.4	42.5	
21	Employees have a feeling of personal empowerment and ownership of work processes.	39.4	25.8	34.8	
	FAS	42.4	23.9	33.7	
22	Supervisors/team leaders are receptive to change.	49.2	23.5	27.3	
	FAS	44.2	24.2	31.6	
23	I hold my organization's leaders in high regard.	42.1	30.0	27.9	
	FAS	44.7	25.6	29.7	
24	My organization's leaders maintain high standards of honesty and integrity.	48.3	25.8	25.9	
	FAS	46.5	25.0	28.4	
25	Complaints, disputes or grievances are resolved fairly in my work unit.	43.1	29.2	27.7	
	FAS	41.3	28.3	30.3	

FAS - Federal Human Capital Survey 2002		Positive Responses	Neutral Responses	Negative Responses	Bold numbers = USDA total	
26	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	48.5	24.3	27.2		
	FAS	44.9	27.2	27.9		
27	I can disclose a suspected violation of law, rule or regulation without fear of reprisal.	54.8	23.5	21.7		
	FAS	51.1	29.1	19.8		
28	I know what the Merit System Principles are.	74.7	10.0	15.3		
	FAS	67.3	14.9	17.8		
29	I know what the Prohibited Personnel Practices are.	84.7	6.6	8.7		
	FAS	79.5	11.5	9.0		
30	I know what to do if I believe that a Prohibited Personnel Practice has been committed.	71.1	12.4	16.5		
	FAS	64.8	18.1	17.1		
PERFORMANCE CULTURE						
31	Awards in my work unit depend on how well employees perform their jobs.	44.3	20.1	35.6		
	FAS	50.6	14.2	35.2		
32	High-performing employees in my work unit are recognized or rewarded on a timely basis.	38.4	23.2	38.5		
	FAS	43.2	21.2	35.6		
33	Employees are rewarded for providing high quality products and services to customers.	41.3	25.8	32.9		
	FAS	46.8	20.7	32.6		
34	Creativity and innovation are rewarded.	36.0	28.0	36.0		
	FAS	42.1	23.9	34.0		
35	My performance appraisal is a fair reflection of my performance.	63.7	17.3	19.0		
	FAS	64.4	15.7	19.9		
36	Our organization's awards program provides me with an incentive to do my best.	26.5	27.1	46.4		
	FAS	31.8	21.0	47.2		
37	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	25.0	26.1	48.9		
	FAS	23.5	23.4	53.1		
38	I believe my organization can perform its function as effectively as any private sector provider.	63.2	15.4	21.4		
	FAS	55.2	20.0	24.7		
39	I am held accountable for achieving results.	81.3	12.4	6.3		
	FAS	69.1	20.3	10.6		
40	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	66.7	13.9	19.4		
	FAS	59.8	16.8	23.4		
41	Discussions with my supervisor/team leader about my performance are worthwhile.	61.1	19.4	19.4		
	FAS	60.5	20.6	18.9		
42	Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.	61.5	22.6	15.9		
	FAS	63.4	20.6	15.9		
43	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	71.1	18.9	10.0		
	FAS	71.3	18.7	10.0		
44	Managers/supervisors/team leaders work well with employees of different backgrounds.	68.2	19.8	12.0		
	FAS	63.8	19.8	16.4		
LEARNING (KNOWLEDGE MANAGEMENT)						
45	Employees have electronic access to learning and training programs readily available at their desk.	64.7	16.7	18.6		
	FAS	73.7	13.3	13.0		
46	My training needs are assessed.	53.9	21.0	25.1		
	FAS	65.1	18.1	16.8		
47	Employees are willing to be retrained and moved to other positions in the organization.	42.9	34.8	22.3		
	FAS	52.1	28.3	19.6		
48	I receive the training I need to perform my job.	62.5	18.3	19.1		
	FAS	70.9	14.7	14.4		
49	Employees in my work unit share their knowledge with each other.	73.5	13.0	13.5		
	FAS	63.3	20.3	16.4		
50	Managers promote communication among different work units (for example, about projects, goals, needed resources).	53.1	19.3	27.6		
	FAS	52.0	23.3	24.7		

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PERSONAL EXPERIENCES							
51	The people I work with cooperate to get the job done.	80.1	10.5	9.3			
	FAS	79.8	12.7	7.5			
52	I am given a real opportunity to improve my skills in my organization.	59.6	21.9	18.5			
	FAS	63.7	20.8	15.5			
53	I have enough information to do my job well.	71.4	16.2	12.4			
	FAS	75.1	14.9	10.0			
54	I feel encouraged to come up with new and better ways of doing things.	57.3	21.6	21.1			
	FAS	63.8	18.5	17.7			
55	My job makes good use of my skills and abilities.	64.5	15.2	20.3			
	FAS	63.0	16.8	20.3			
56	My work gives me a feeling of personal accomplishment.	71.5	15.3	13.2			
	FAS	67.9	18.4	13.6			
57	I like the kind of work I do.	84.0	11.2	4.9			
	FAS	79.7	13.1	7.2			
58	How do you rate the amount of pay you get on your job?	53.6	30.7	15.7			
	FAS	50.2	35.4	14.4			
59	How do you rate your total benefits program?	65.0	25.7	9.3			
	FAS	72.6	21.9	5.6			
60	Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	63.4	22.8	13.8			
	FAS	61.9	23.9	14.2			
61	How would you rate the overall quality of work done by your work group?	80.3	16.7	3.0			
	FAS	85.6	13.3	1.2			
62	How would you rate your organization as an organization to work for compared to other organizations?	51.5	33.3	15.2			
	FAS	60.1	29.4	10.5			
JOB SATISFACTION							
63	How satisfied are you with your involvement in decisions that affect your work?	53.3	24.6	22.0			
	FAS	56.2	22.5	21.3			
64	How satisfied are you with the information you receive from management on what's going on in your organization?	43.4	25.3	31.3			
	FAS	46.6	25.0	28.4			
65	How satisfied are you with the recognition you receive for doing a good job?	44.3	26.6	29.1			
	FAS	45.8	26.6	27.6			
66	How satisfied are you with your opportunity to get a better job in your organization?	36.4	30.1	33.4			
	FAS	33.0	24.3	42.7			
67	How satisfied are you with the training you receive for your present job?	55.3	24.0	20.7			
	FAS	59.2	28.2	12.6			
68	Considering everything, how satisfied are you with your job?	69.1	18.3	12.5			
	FAS	67.7	19.4	13.0			
69	Considering everything, how would you rate your overall satisfaction in your organization at the present time?	53.4	22.7	23.9			
	FAS	56.9	23.0	20.2			
COMPENSATION AND BENEFITS							
70	Rank the following items in terms of their importance to you:	HIGH	2	3	4	5	LOW
	Pay	68.2	14.7	1.5	6.9	2.0	6.8
	FAS	72.6	12.8	0.5	7.3	1.7	5.1
	Retirement Benefits	16.3	34.4	3.7	28.1	1.8	15.6
	FAS	15.4	36.0	1.8	27.6	1.6	17.5
	Life Insurance Benefits	6.9	25.7	6.9	36.3	4.2	20.0
	FAS	4.4	24.4	10.2	35.4	4.0	21.7
	Health Insurance Benefits	4.1	18.9	20.9	19.3	9.0	27.8
	FAS	2.9	19.6	18.6	22.6	12.7	23.4
	Long Term Care Benefits	1.5	4.4	41.3	5.3	31.1	16.4
	FAS	3.9	4.8	33.4	5.2	37.4	15.3
	Paid Time Off (Leave)	3.0	2.0	25.9	4.1	51.9	13.2
	FAS	0.8	2.3	35.5	2.0	42.6	16.9
71	How satisfied are you with your pay?	62.5	15.5	22.0			
	FAS	56.7	17.7	25.6			
72	How satisfied are you with retirement benefits?	68.4	18.6	13.1			
	FAS	67.3	18.9	13.8			
73	How satisfied are you with life insurance benefits?	60.2	31.6	8.3			
	FAS	48.3	42.1	9.6			
74	How satisfied are you with health insurance benefits?	51.8	18.2	30.0			
	FAS	60.0	17.8	22.2			
75	How satisfied are you with long term care benefits?	22.0	65.6	12.5			
	FAS	22.8	64.7	12.4			
76	How satisfied are you with paid time off (Leave)?	85.8	10.0	4.2			
	FAS	82.0	10.3	7.7			

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77	Rank the following items in terms of their importance to you:	HIGH	2	3	4	LOW
	Paid Vacation Time	62.9	22.9	8.9	3.0	2.3
	FAS Paid Leave for Personal Illness	62.3	23.1	6.4	5.1	3.0
	Paid Leave for Personal Illness	15.6	59.4	18.3	3.8	2.9
	FAS Paid Leave for Family Illness	14.2	56.1	23.2	3.2	3.4
	Paid Leave for Family Illness	11.9	12.6	63.4	5.4	6.8
	FAS Paid Leave for Childbirth / Adoption	7.3	15.6	59.2	9.5	8.4
	Paid Leave for Childbirth / Adoption	5.0	4.1	8.3	29.7	52.9
	FAS Paid Leave for Elder Care	7.6	3.5	9.7	35.3	43.9
	Paid Leave for Elder Care	4.4	1.1	1.5	58.1	35.0
	FAS	8.6	1.6	1.5	46.9	41.3
78	How satisfied are you with paid vacation time?	91.8	4.9	3.3		
	FAS	86.2	10.0	3.7		
79	How satisfied are you with paid leave for personal illness?	89.0	7.1	3.9		
	FAS	83.0	9.4	7.6		
80	How satisfied are you with paid leave for family illness?	79.1	16.3	4.6		
	FAS	68.8	23.1	8.2		
81	How satisfied are you with paid leave for childbirth / adoption?	43.8	52.5	3.7		
	FAS	40.1	52.7	7.2		
82	How satisfied are you with paid leave for elder care?	49.7	46.2	4.1		
	FAS	42.0	49.1	9.0		
Family Friendly Flexibilities						
83a	How satisfied are you with telework / telecommuting?	26.0	56.6	17.4		
	FAS	29.4	49.4	21.1		
84a	How satisfied are you with alternative work schedules?	75.7	16.6	7.8		
	FAS	74.3	16.3	9.4		
85a	How satisfied are you with child care subsidies?	8.0	81.5	10.5		
	FAS	16.1	71.3	12.6		
86a	How satisfied are you with employee assistance programs?	33.5	59.4	7.0		
	FAS	29.2	65.4	5.4		
87a	How satisfied are you with health and wellness programs?	36.7	47.5	15.8		
	FAS	30.8	59.6	9.5		
88a	How satisfied are you with support groups?	16.7	74.7	8.7		
	FAS	14.7	78.1	7.2		
89a	How satisfied are you with elder care programs?	11.9	81.0	7.1		
	FAS	12.2	80.3	7.4		
83b	How important is telework / telecommuting to you?	33.9	28.3	37.8		
	FAS	45.4	24.8	29.8		
84b	How important is alternative work schedules to you?	75.5	14.9	9.6		
	FAS	71.0	16.8	12.1		
85b	How important is child care subsidies to you?	16.5	15.5	68.0		
	FAS	21.7	11.8	66.5		
86b	How important is employee assistance programs to you?	28.0	33.7	38.3		
	FAS	22.1	27.7	50.2		
87b	How important is health and wellness programs to you?	45.7	29.3	25.0		
	FAS	35.5	24.0	40.5		
88b	How important is support groups to you?	16.7	28.7	54.6		
	FAS	15.4	19.9	64.7		
89b	How important is elder care programs to you?	23.0	29.8	47.2		
	FAS	24.3	22.2	53.5		
83c	Is telework / telecommuting available to you?	29.0	50.2	20.8		
	FAS	46.9	40.6	12.5		
84c	Are alternative work schedules available to you?	83.9	11.4	4.6		
	FAS	87.6	9.0	3.3		
85c	Are child care subsidies available to you?	6.5	40.6	52.9		
	FAS	26.9	35.9	37.2		
86c	Are employee assistance programs available to you?	81.0	3.3	15.7		
	FAS	76.5	3.5	20.1		
87c	Are health and wellness programs available to you?	58.9	17.0	24.1		
	FAS	51.9	10.3	37.8		
88c	Are support groups available to you?	23.4	18.9	57.6		
	FAS	31.4	13.6	55.0		
89c	Are elder care programs available to you?	11.1	21.0	67.9		
	FAS	10.2	16.2	73.6		